



Pangea

Giving for Global Change



Annual Report 2018/2019

Supporting grassroots organizations globally to improve the well-being of their communities through engaged giving

Pangea Giving Annual Report 2018/19

Looking Back: Celebrating 17 Years of Engaged Giving

The Year in Review

Pangea Giving 2018 Numbers and Events

Treasurer's Report

Site Visits

Liaisons

The Year Ahead: 2019 Grant Awards

Grant Award Summary

Partner Map

Introducing New Partners

2018 Board of Directors

Walt Adam, Vice President & Southeast Asia Pod Chair

Betsy Hale, Past President & Membership Chair

Patti Kilpatrick, Latin America Pod Chair

Jill Marsden, Member At-large

Patricia McInturff, Secretary & Fund Development Chair

Maryann Ness, President

Janet Pearson, East Africa Pod Chair

Paul Silver, Education Coordinator

Mary Williamson, Treasurer

2018 Staff

Nick Dreher, Communications & Operations Coordinator

Tim Constien, Research Intern

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Pangea Giving: Celebrating 17 years of Global Partnerships and Impact

Following the tragic events of September 11, 2001, a small group of people gathered in Seattle to develop a more direct and positive engagement with others throughout the world. Pangea Giving was formed as a new type of international charitable organization – a giving circle that provides members with experiential learning, and is guided by the notion that the most successful international development programs are led by in-country, community-based organizations.

Pangea launched its first grants in 2003 to 3 organizations in Latin America. Since then we have provided over \$1.6 million in financial support to 75 grassroots organizations in 12 countries. A total of 241 grants have been made to address a variety of locally identified needs such as access to clean water and sanitation, women’s rights and empowerment, children’s education, and projects to address the impact of climate change.

Pangea Giving is considered a pioneer among giving circles because it empowers members to not only support, but directly connect with international grassroots organizations. True to its founding model, Pangea Giving continues today as a collective giving group, incorporating a part-time professional staff member, as well as strategic practices. This year, through the generosity of our members and supporters, we will seed an endowment for education and capacity building. This endowment will provide on-going financial support for activities essential to Pangea such as member engagement and learning events, member recruitment, and efforts to secure funds for our grant pool. The endowment will ensure that the educational arm of Pangea remains strong while not diminishing our grants to partners.

Grants made in:

Asia:

Cambodia

Myanmar

Nepal

Thailand

Africa:

Burundi

Kenya

Tanzania

Uganda

Latin America & Caribbean

Guatemala

Haiti

Mexico

Nicaragua



“When Pangea was started in 2003 giving circles were on the rise in the US but very few focused internationally. So in many ways, Pangea was taking a bold step. The first time we met I realized the value of shared knowledge, shared learning and a willingness to pool resources. Over time I grew to appreciate taking risks and listening deeply to grassroots leaders. International giving is not easy, especially for a small organization run mostly by volunteers. Pangea’s greatest strength is its committed, long term members. They develop relationships with grantees by traveling to remote parts of the world, and supporting those grantees throughout the grant process and beyond.”

Linda Mason, Founding Member

Pangea Giving: The Year in Review

2018 in Numbers

\$129,765

awarded to Pangea grant partners

53

Pangea Members

32

Additional Donors & Supporters

17,925

Individuals benefitted from Pangea grant partners' programs & services

12

East African leaders joined together for the 3rd Pangea sponsored East Africa Leadership Forum

17

Grassroots organizations received financial support from Pangea

2018 Treasurer's Report

2018 Income	\$148,433
Member Donations	\$136,611
Friends and Other Donations	\$8,255
Miscellaneous	\$749
Corporate Match	\$2,818

2018 Expenses	\$168,852
Program-Grants	\$129,765
Program-Member Engagement	\$24,446
Administration and Management	\$10,417
Fundraising	\$4,224

2018 Average Member Donation = \$3,332

2019 Budget

Income	\$149,350
Member Donations	\$139,350
Other Donors	\$7,500
Miscellaneous	\$2,500

Expenses	\$176,170
Grants	\$131,855
Payroll	\$26,784
Staff Expense	\$1,674
Operations	\$11,257
Education, Mtgs, Travel	\$4,600

2018 Site Visits: Guatemala and East Africa

Site visits are an important element of our partnership with grantees. They deepen our knowledge by providing opportunities to learn more about our partners and meet local community members. We gain insight into the political, social, economic, and environmental challenges these communities face. Spending time with grantees builds personal connections and understanding that strengthens our long-distance communication. While on site visits, members assess the leadership and staffing, review financial information, and confirm that grantees are following the grant guidelines and agreements. We often visit potential partners, as well. After the site visits, team members share their experiences and learning with other Pangea members through educational events, blogs, and at regional grant committee meetings.

Guatemala

Site Visit Team:

Betsy Hale Cathy Roth Susan Sola
Patti Kilpatrick Anne Sivley

"Pangea site visits provide the opportunity to deepen our connections with organizations and their leaders, to learn from ways that are not our own, and to ask together how we can improve our grant making practices."

-Betsy Hale

"Pangea is unique in that the Pod members themselves organize all aspects of international site visits. First comes the opportunity to search for and find in-country experts for good context information for the group. Then, the field work: navigating the locale, meeting the grantee staff on their turf, listening to their challenges, and putting ourselves in their position to try to better understand. Sometimes that means muddy dirt roads, eating something unusual or not much, talking to a student who might otherwise be involved in a gang, listening to migrants, or seeing rows of file cabinets with over 2,000 cases of gender violence. Then we begin to understand how we can better give support, not just financially, but in solidarity."

-Patti Kilpatrick





East Africa: Kenya, Uganda and Burundi

Site Visit Team:

Cheryl Houser
Janet Pearson

Gordon Sivley
Dennis Wackerbarth



"Participating in the last two East Africa site visits has been a highlight of my Pangea member experience. Both times, I was amazed at the tremendous difference our grants are making by promoting gender equality and reproductive health and increasing food and economic opportunities. Our partners are incredibly inspiring and so selflessly dedicated to lifting others up. We are funding remarkable work in this region which makes my heart sing!"

-Cheryl Houser



"This was my second time to go with the Africa pod and visit our partners. With each visit I've come away with a profound respect and a complete sense of awe seeing what the partners are capable of doing, often with so little. Their absolute commitment to working together and improving their communities leaves one feeling quite humble and wondering why our own communities don't have a similar consciousness. One feels inspired and uplifted during and after the experience and proud to be a part of the Pangea Giving family."

-Dennis Wackerbarth



"As I return to my life in Seattle, I reflect back on the warmth and genuine hospitality we received, the well-deserved pride that participants displayed in what they have accomplished, and their ability to adapt in the face of adversity. I also return knowing that Pangea Giving's support to these incredible grassroots organizations is achieving real and lasting change in the lives of thousands of individuals and families in local communities."

-Janet Pearson

2018 Liaisons

Liaisons serve as the primary contact with Pangea grant partners. They represent Pangea’s values and interests to the partners while providing support and guidance throughout the application process, during monitoring and evaluation, and for ongoing communication. Liaisons share their insights and experiences with other Pangea members and enrich our understanding of our grantees and the impact of our support.

	Liaison	Organization
Southeast Asia Pod	Joyanne Bloom	Kampuchea Women’s Welfare Action (KWWA)
	Susan Mackey	Chin Women’s Empowerment Group (CWEG)
	Jill Marsden,	Foundation for Cambodia Development (FCD)
	Paul Silver	Pa-O Youth Organization
	Cathy Roth	Women Peace Makers (WPM)
	Jimmy Wu	Meikswe Myanmar
Latin America Pod	Liaison	Organization
	John Brown	Fundación Nueva Esperanza (FNE)
	Patti Kilpatrick	Grupo Estudios Sobre la Mujer Rosario Castellanos (GES Mujer)
	Linda Mason	Women’s Justice Initiative (WJI)
	Audrey Shiffman	Asociación la Comunidad Esperanza (AC Esperanza)
	Susan Sola	Asociación Generando Equidad, Liderazgo y Oportunidades (ASOGEN)
East Africa Pod	Liaison	Organization
	Merrill Black & Mary Ayres	Ufanisi Women’s Group
	Cheryl Houser	Dandelion Africa
	Maryann Ness	Bio Gardening Innovations (BIOGI)
	Allan Paulson	Tanzania Deaf Child (TADEC)
	Janet Pearson	Child Empowerment Program (CEP) and SaCoDe
Robin Rice	Liaison Mentor	



“It is amazing what Hilda and her school AC Esperanza have accomplished. I can easily imagine how a child with low self-esteem and few options could begin to blossom under her care. While Hilda exudes a steady calm, she is tireless and she is inspiring! To be her liaison is truly an honor. Makes me proud to be a Pangea member!!”

Audrey Shiffman, Liaison to Asociación Comunidad La Esperanza, Chimaltenango, Guatemala

Pangea Giving: The Year Ahead

2019 Grant Awards: \$131,855 Awarded to 20 Partners

	Partner	Country
Southeast Asia	Chin Women's Empowerment Group (CWEG)	Myanmar
	Kampuchea Women's Welfare Action (KWWA)	Cambodia
	Meikswe Myanmar	Myanmar
	Muditar	Myanmar
	Pa-O Youth Organization (PYO)	Myanmar
	Women Peace Makers (WPM)	Cambodia
Latin America	Partner	Country
	Asoc. Comunidad La Esperanza (AC Esperanza)	Guatemala
	Asoc. Generando Equidad, Liderazgo y Oportunidades (ASOGEN)	Guatemala
	Asoc. por una Inclusión Social de las Mujeres en su Entorno A.C. (MUSOR)	Mexico
	Comunidad Intercultural Educativo Taa'Pi't ONG (Taa' Pi't)	Guatemala
	Fundación Nueva Esperanza (FNE)	Guatemala
	Grupo de Estudios Sobre La Mujer Rosario Castellanos A.C. (GESMujer)	Mexico
	Unión de Organizaciones de la Sierra Juárez, A.C. (UNOSJO)	Mexico
Women's Justice Initiative (WJI)	Guatemala	
East Africa	Partner	Country
	Bio Gardening Innovations (BIOGI)	Kenya
	Child Empowerment Programme (CEP)	Uganda
	Dandelion Africa	Kenya
	Playmakers Theatre	Kenya
	Ufanisi Women's Group (UWG)	Kenya
	Women in Sustainable Enterprises (WISE)	Kenya
	East Africa Leadership Forum	

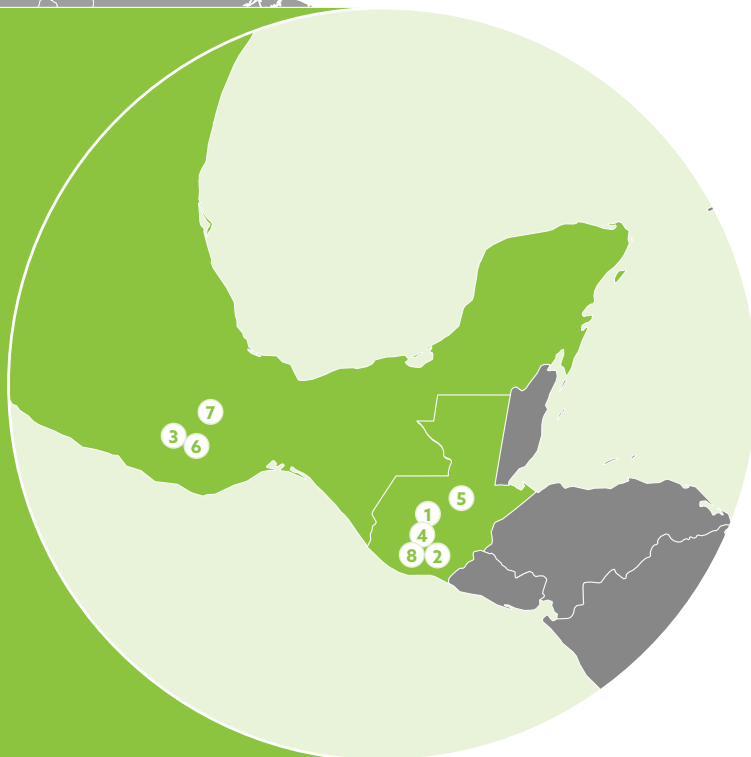


	Partner Since	2019 Grant Award	Primary Focus Area
	2013	8,000	Women's Economic Development
	2018	8,000	Agriculture/Environment
	2013	5,000	Children's Rights & Education
	2019	5,000	Women's Economic Development
	2017	8,000	Human Rights
	2014	10,000	Women's Rights & Empowerment
	Partner Since	2019 Grant Award	Primary Focus Area
	2016	8,000	Children's Rights & Education
	2013	7,000	Women's Rights & Empowerment
	2019	5,000	Women's Rights & Empowerment
	2019	5,000	Children's Rights & Education
	2011	4,000	Agriculture/Environment
	2015	8,000	Women's Rights & Empowerment
	2019	5,000	Women's Rights & Empowerment
	2013	2,000	Women's Rights & Empowerment
	Partner Since	2019 Grant Award	Primary Focus Area
	2013	10,000	Agriculture/Environment
	2018	7,855	Children's Rights & Education
	2014	9,500	Children's Rights & Education
	2019	3,000	Women's Rights & Empowerment
	2018	7,000	Women's Rights & Empowerment
	2019	3,000	Women's Rights & Empowerment
	2016	3,500	Leadership Development

Pangea Giving 2018 Grant Partner Map

Latin America Pod

1. Asoc. Comunidad La Esperanza (AC Esperanza)
2. Asoc. Generando Equidad, Liderazgo y Oportunidades (ASOGEN)
3. Asoc. por una Inclusión Social de las Mujeres en su Entorno A.C. (MUSOR)
4. Comunidad Intercultural Educativo Taa'Pi't ONG (Taa' Pi't)
5. Fundación Nueva Esperanza (FNE)
6. Grupo de Estudios Sobre La Mujer Rosario Castellanos A.C. (GESMujer)
7. Unión de Organizaciones de la Sierra Juárez, A.C. (UNOSJO)
8. Women's Justice Initiative (WJI)

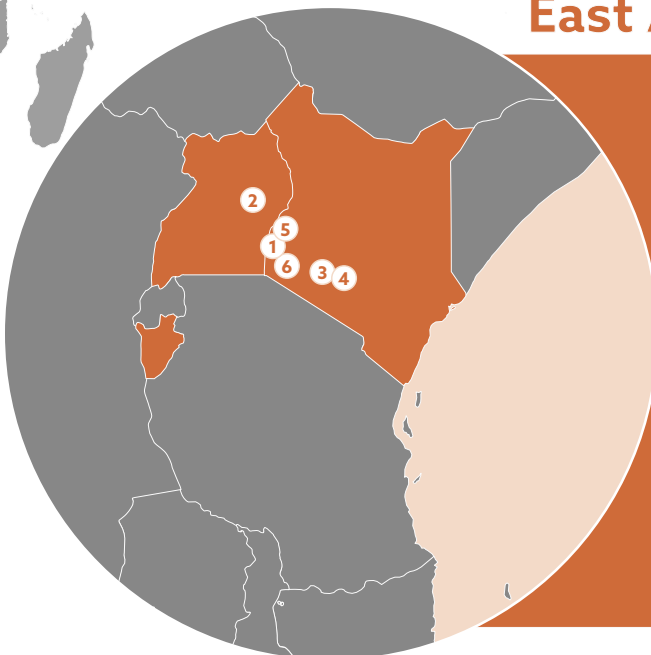


Southeast Asia Pod



1. Chin Women's Empowerment Group (CWEG)
2. Kampuchea Women's Welfare Action (KWWA)
3. Meikwe Myanmar
4. Muditar
5. Pa-O Youth Organization (PYO)
6. Women Peace Makers (WPM)

East Africa Pod



1. Bio Gardening Innovations (BIOGI)
2. Child Empowerment Programme (CEP)
3. Dandelion Africa
4. Playmakers Theatre
5. Ufanisi Women's Group (UWG)
6. Women in Sustainable Enterprises (WISE)

Introducing New Partners for 2019

Selecting new partners occurs at the pod level and includes thoughtful reviews and discussions that may culminate in a recommendation to the board for funding. We learn of potential partners through a variety of sources including other international philanthropic and development organizations, as well as recommendations from our own current partners.

We begin learning more about an organization through a brief profile they submit which describes the mission, history and goals of the organization, and lists the positions and backgrounds of board and key staff members. When possible, Pangea members

meet with prospective partners while on site visits. Pangea's process for vetting new partners continues by inviting them to submit a project grant application, reviewing their financial statements, and the CVs of key personnel who will work on the project.

Although not all organizations who are invited to apply are funded, those that are selected begin a partnership with Pangea that typically continues for 5 to 7 years. These long-term partnerships provide funding stability for small NGOs and allow us the opportunity to build strong relationships and learn together.

New Partner in Southeast Asia



Muditar

Southern Shan State, Myanmar

Many years of civil and political strife, as well as the illegal drug trade, have significantly impacted the socio-economic development of Shan state. Women in the region lack educational and economic opportunities, and experience limited roles in decision-making. Muditar was established to ensure that local communities are healthy, safe and that individuals are free to flourish. Their mission is to create sustainable programs in health, education, socio-economic development and infrastructure through promoting local capabilities and a proven collaborative approach in rural villages.

Pangea funding will support the "From Vulnerability to Empowerment" project. Muditar will work with 80 women from 2 villages in the Taunggyi Township to establish self-help groups (SHG). The groups will support the social and economic empowerment of women at both the community and household level. One of the first activities will be to establish monthly savings plans with Muditar injecting financial and material assistance to supplement the savings. All SHG members will be eligible to borrow money from the fund. As a part of the livelihood promotion for women, the project will provide support for systematic pig raising in the targeted villages. In addition, the project staff will facilitate group discussions throughout the year with village women regarding reproductive health, nutrition, hygiene and childcare.

New Partners in East Africa

Women in Sustainable Enterprises (WISE)

Dunga Wetland Village near Kisumu City, Kenya

In the wetland villages around Lake Victoria, women struggle to maintain their traditional livelihoods as fish mongers. With the supply of fish dwindling due to climate change and over-fishing, they have often been subjected to sexual exploitation by fishermen. This situation has led to negative health outcomes as well as an unstable source of income for women. WISE was founded to address this problem by promoting environmentally sustainable enterprises that empower women and strengthen the community.

In 2019, Pangea is funding the Girl Advocacy Leadership Series (GALS) which WISE first piloted in conjunction with Women's Campaign International. GALS will empower 200 adolescent girls and young women at risk, through leadership development

and training on advocacy and financial literacy. The project will reach high school girls through school-based programs and young women through local community women's groups.

GALS covers critical topics these girls and young women face including sexual and reproductive health, self-esteem, diversity, advocacy and women's leadership. In addition, they will incorporate training in budgeting and financial literacy to ensure that girls understand how to access finance and become financially independent. The program also includes community engagement between participants and local organizations so that girls are provided with mentorship and support as they initiate advocacy campaigns to address issues of their choice.

Playmakers Theatre

Rongai, Nakuru County, Kenya

As in many other parts of the world, women and girls in rural Rongai are sidelined in most decision-making and leadership platforms. Challenges begin when girls are pressured to marry at an early age which forces them to drop out of school. Women also face the challenge of having their voices heard in the community; they are not expected to speak out on issues affecting them. The lack of adequate female legislative representation further stifles their empowerment.

Through Pangea funding, the Wezesha Dada (Empower A Woman) project will equip young and middle-aged women with life skills to empower them to realize their full potential socially, economically and politically. The trainings sessions, both in and out of school, will address issues such as self-esteem, economic inhibitions, sexual and gender-based violence, inadequate legislative representation and stereotyping. A mentorship program will also

be conducted by Playmakers Theatre staff who are trained in life skills education and life coaching.

The project will also include theatre activities in which a team of actors prepare skits that address gender issues. Performances usually take place at a market or near a busy street. They are open-ended and include interludes where a facilitator leads a discussion on possible solutions to the challenges posed by the skit. The solutions identified by the audiences help build an ending for the skit in which the community members are encouraged to take part.

Playmaker Theatre has extensive experience using theater outreach and has found it to be a very effective technique for promoting change. Through this method community members gain a sense of ownership of the solutions and their participation in the skits heightens the level of interactivity.

New Partners in Latin America

Unión de Organizaciones de la Sierra Juárez Sociedad Civil (UNOSJO) Guelatao de Juárez, Oaxaca State, Mexico

The Sierra Juarez region of the state of Oaxaca is a transit zone for people between the two most violent regions of the state. The area is also impacted by the growing migration toward the United States and northern Mexico. As a result, violence has increased in this region in the last two years and has exposed more women living alone to violence from organized crime, including trafficking. Despite appeals to regional authorities, little has been done by the government to protect the rights of women in the Rincón Alto and Rincón Bajo areas who remain vulnerable to abuse and exploitation.

UNOSJO is a union of organizations that focuses on the promotion of indigenous peoples' right to

self-determination. They work for the well-being of the inhabitants of the region, encouraging their participation in economic, political, social and cultural projects. Funding from Pangea will support the "Mujeres Libres de Violencia de Género en Comunidades Xidza" project (Women Free from Gender-Based Violence in Xidza Communities.) The project will train women from ten communities on the topic of gender-based violence. Two regional workshops on "Delivering Community Justice" will be held with community authorities (council members and mayors.) In addition, internal workshops on gender based violence and human trafficking will be provided for UNOSJO personnel to increase their knowledge and skills.



Asociacion Por Una Inclusion Social De Las Mujeres Y Su Entorno (MUSOR)

County of Santa Cruz Xoxocotlán, State of Oaxaca, Mexico

The state of Oaxaca has the third highest rates of adolescent pregnancy and forced pregnancy in the country. Forced pregnancy is often used by men in abusive relationships as a weapon of control. Girls and young women in rural areas of Oaxaca State, with high levels of marginalization, are the most impacted. In addition, the multicultural nature of the state is a limiting factor for addressing the subjects of sexual violence and sexuality in general.

MUSOR's mission is to improve the health conditions of women living in poverty. The "Promotion of

Secondary School Student Sexual And Reproductive Rights" project will contribute to the prevention of teen pregnancy through education and the distribution of information on adolescent sexual and reproductive rights. Workshops will reach 200 teens in four secondary schools. To strengthen the project's impact, workshops will also be held with 20 teachers, and with parents of the girls and boys. In the final phase, 40 youth leaders will be selected from among the participants to serve as community outreach volunteers and work among their peers.

Comunidad Intercultural Educativo Taa'Pi't (Taa' Pi't)

San Pedro la Laguna, Sololá, Guatemala

Chronic undernourishment in the Tzutujil Maya community of San Pedro la Laguna is significant, especially in young children. High rates of poverty and lack of access to nutritious foods contribute to this problem. In addition, studies indicate that the extensive use of synthetic chemical fertilizers is the main cause of contamination of nearby Lake Atitlan.

The vision of our new partner, Taa'Pi't is to help people consciously achieve their full potential and contribute to an empowered society that is comprehensively educated and productive, based on their ancestral Mayan culture and on global education. Pangea is supporting the Ruk'Uux Qa Waay' K'Uyaa' (Essence of our Food and Drink) project, which will create a cooking school to teach Mayan and Guatemalan dishes using traditional organic ingredients supplied by local small farmers. Workshops for 20 families on nutritious Mayan food preparation will also cover food business education and finance so that these families will be able to produce meals and food products for sale from home, at small businesses or in the local market.

The project will help to reduce undernourishment and prevent malnutrition in children as participating families learn how to select and prepare accessible, nutritious and organic indigenous and creole foods, which are especially important for good infant development. Beyond the benefits to participants, the project staff aims to create a replicable model for the municipality of San Pedro la Laguna and other communities.



Thank you to our Pangea Giving members and supporters for a great year!

2018 Members

Walt Adam

Mary Ayres

Leigh Bangs

David Bangs

Michelle Bates-Benetua

Kim Rakow Bernier

Merrill Black

Joyanne Bloom

Ros Bond

Ken Bounds

Leslie Decker

Chris Doerr

Julia Donk

Sonya Erickson

Heidi Emam

Jerry Fireman

Lynda Fireman

Marisa Gallo

Leslie Grace

Paul Grossman

Betsy Hale

Caroline Hale-Coldwell

Emily Ho

Cheryl Houser

Roger Johnson

Patti Kilpatrick

Diane Logan

Susan Mackey

Jill Marsden

Linda Mason

Patricia McInturff

Nan McKay

Fred Mohr

Sydney Munger

Brian Murphy

Bob Ness

Maryann Ness

Allan Paulson

Jane Paulson

Janet Pearson

Robin Rice

Nathan Rosenbaum

Catherine Roth

JoAnn Schindler

Audrey Shiffman

Paul Silver

Anne Sivley

Gordon Sivley

Susan Sola

Lorraine Toly

Dennis Wackerbarth

Mary Williamson

Jimmy Wu

2018 Donors & Supporters

Ann Frothingham

Anne & Hart Nelsen

Barb Hinshaw

Beverly Howald

Bill & Pat Taylor

Bob & Debbie Schor

Bradley O'Neal

Christine Jayne

Dan Menser

Darrell Johnson

Donna Cowan

Elaine White

Francie Rutherford

Geoffrey Bellman & Sheila Kelly

Heather Nason

Janet Dowd

Jim Gore & Susan Dittig

John & Kate White

John Brown

Leigh Manheim

Mari Loria

Marlys Erickson

Pam Elvy

Rhoi Wangila

Yvette & Neil Gerrans